

EMPLOYEE DATING

The Lyon County School District recognizes that an environment where employees maintain clear boundaries between personal and workplace interactions is most effective for conducting business. While the District does not prohibit friendships or consensual romantic relationships between employees, it is the policy of the District to prohibit any romantic relationship between a supervisory/managerial employee and a subordinate employee.

EMPLOYEE DATING - ADMINISTRATIVE REGULATIONS

1. Employee Responsibilities:

Employees are prohibited from engaging in physical contact that would in any way be deemed inappropriate by a reasonable person while anywhere on District property, in a District vehicle, or on District business whether or not such physical contact occurs during work hours.

Violation of this policy may result in disciplinary action up to and including termination.

2. Supervisor/Manager Responsibilities:

Employees employed in supervisory/managerial positions are prohibited from engaging in a romantic relationship with any employee under their direct or indirect supervision. For purposes of this policy, “indirect supervision” includes any employee over whom the supervisory/managerial employee has the ability to influence, evaluate, recommend, or make decisions regarding hiring, assignment, promotion, discipline, compensation, or any other term or condition of employment, regardless of whether that influence is exercised through an intermediate supervisor or across departmental lines. Employees employed in supervisory/managerial positions are expected to uphold high standards of professionalism recognizing their role as organizational leaders, their access to sensitive information, and their influence over workplace dynamics.

Violation of this policy may result in disciplinary action up to and including termination.

NOTE: LCSD Board Policy GBBH: Employment of Relatives addresses relationships within the third degree of consanguinity and/or affinity.